USMC International Affairs Programs IAP

Overview: updated 12 Oct 2012

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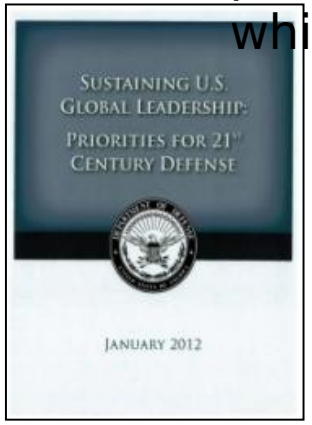
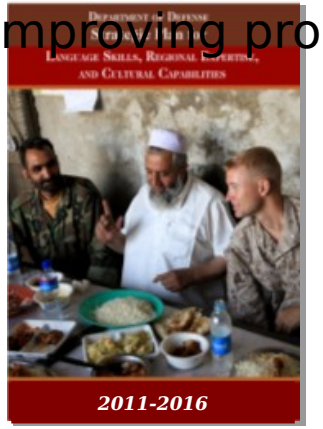
Agenda

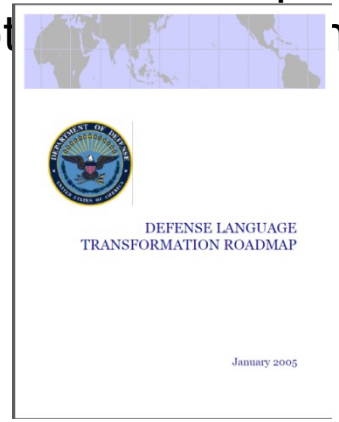
- IAP Guiding Documents
- IAP Mission
- Role of FAO/RAO + FAS/RAS
- 6 avenues to FAO/RAO
- USMC FAO/RAO assignments
- FAO/RAO Population, Distribution
- FAO/RAO Rank break-out
- “Dual track” career paths
- Health of USMC FAO/RAO community
  - Promotion
  - Command

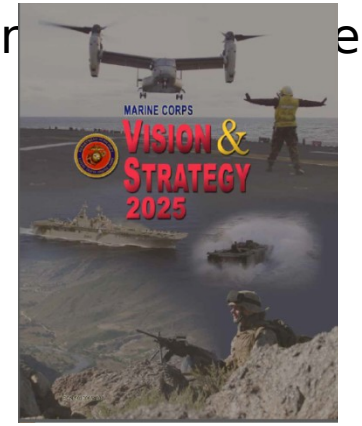
IAP Guiding Documents

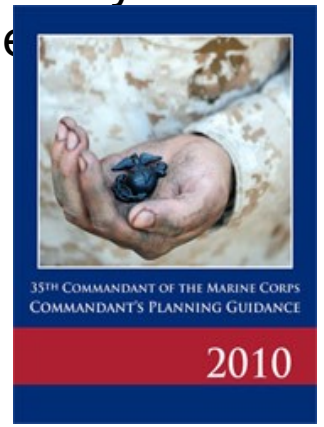
1. Presidential Strategic Guidance from January 2012
   - Sustaining U.S. Global Leadership: Priorities for 21st Century Defense
2. DoD Strategic Plan for Language Skills, Regional Expertise and Cultural Capabilities - February 2011.
3. Defense Language Transformation Roadmap
4. DoD Directive 1315.17 (Military Department FAO Programs)
5. MCO 1520.11E (International Affairs Officer Program)
6. Commandant's Planning Guidance
   - Institutionalize FAO/RAO Program – examine current programs, policies, and billets; recommend options to increase capacity while improving promot mar ene











IAP Mission

International Affairs Program (IAP) Mission

Identify, select, and educate International Affairs Marines for assignments on tactical, operational, and strategic-level staffs, Joint and Combined staffs, and for duty with interagency organizations in order to improve MAGTF plans, operations, security assistance, and intelligence efforts with language, regional expertise, and culture (LREC) skills.

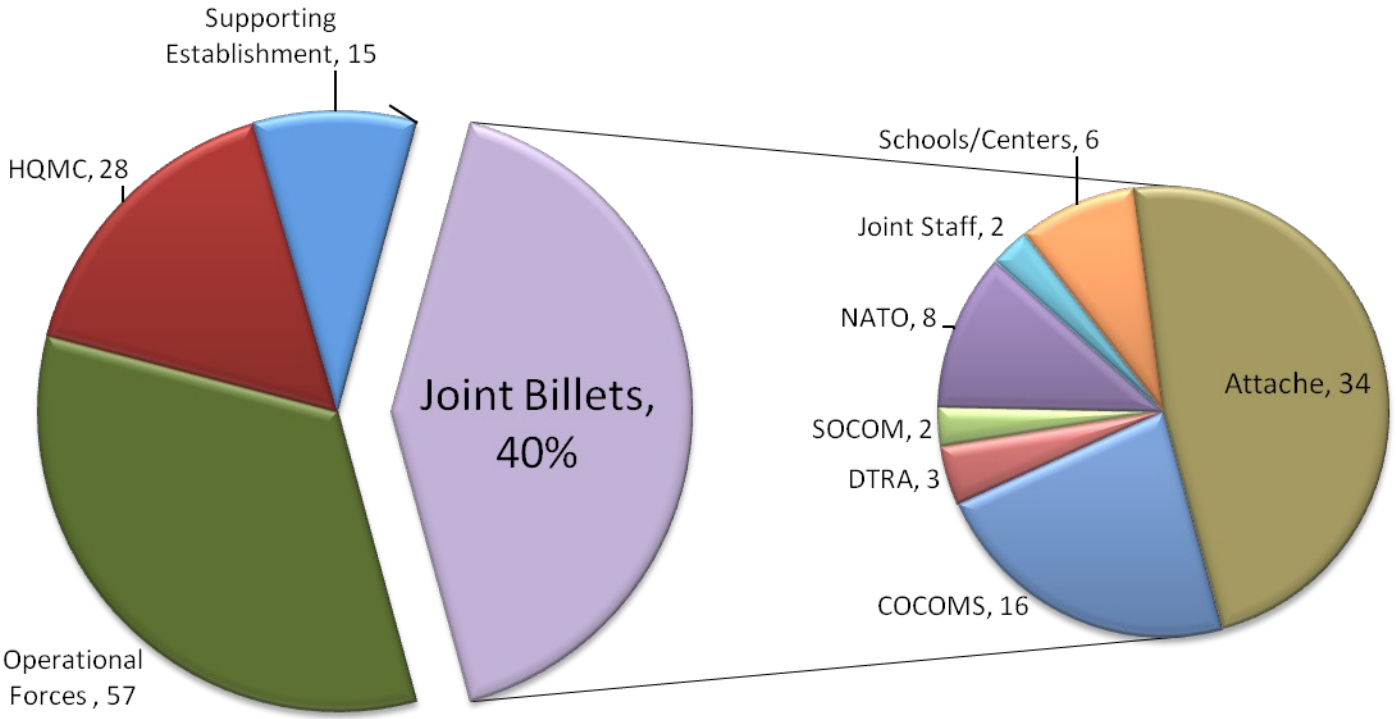
Role of FAO/RAO

1. Prepare MAGTFs to operate more effectively overseas by inserting LREC expertise into mission planning and execution
   - Inform Marines about complex and irregular warfare environments
   - Facilitate better interaction with foreigners
   - Shape strategic messaging and communications
   - Improve Security Cooperation, contingency, stability, and HA/DR efforts
   - Provide links to interagency
2. Facilitate achievement of strategic ends with tactical means
3. Total Force with a mix of LREC skills to meet existing & emerging needs ISO national security ojbectives

Avenues to FAO/RAO

- Study Track
- Experience Track
  - Olmsted Scholar Program
  - Foreign PME (FPME)
  - Personnel Exchange Program (PEP)
  - Afghanistan-Pakistan Hands Program (APH)

FY13 FAO/RAO Billets 171

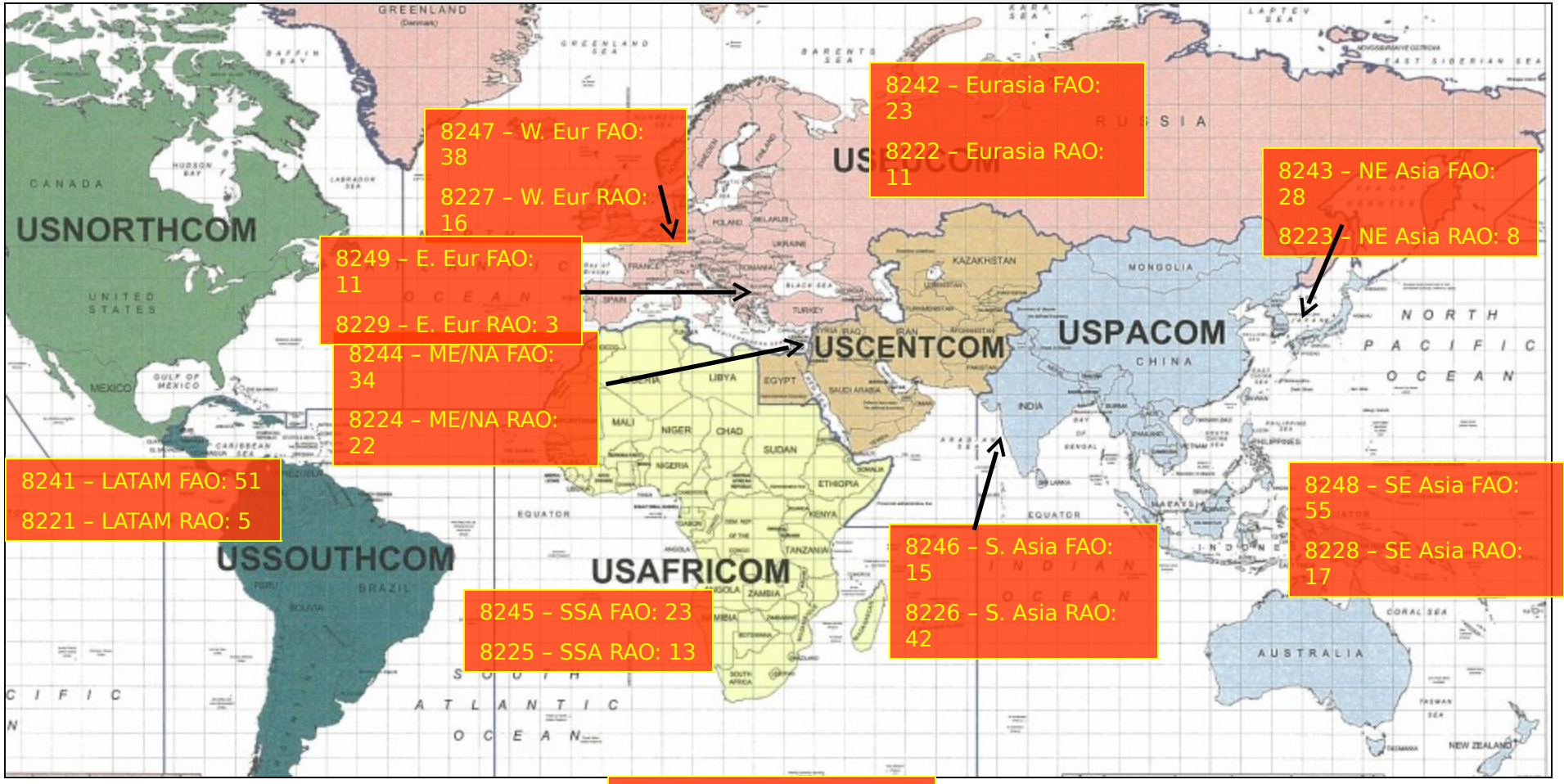


Mexico
Bolivia
Colombia
Dominican Rep
*
Nicaragua
Paraguay
Azerbaijan
France
Georgia
Israel
Italy
Latvia *
Russia
Spain
Turkey
UK
Ukraine

Ghana
Liberia
Nigeria
Senegal
Kenya
Jordan
Iraq
Oman
Pakistan
Australia
China
Indonesia
Japan
Philippines
Singapore
Taiwan
Vietnam

FAO/RAO Population Distribution

330FAOs / 207 RAOs


8247 – W. Eur FAO: 38
8227 – W. Eur RAO: 16
8242 – Eurasia FAO: 23
8222 – Eurasia RAO: 11
8243 – NE Asia FAO: 28
8223 – NE Asia RAO: 8
8249 – E. Eur FAO: 11
8229 – E. Eur RAO: 3
8244 – ME/NA FAO: 34
8224 – ME/NA RAO: 22
8241 – LATAM FAO: 51
8221 – LATAM RAO: 5
8248 – SE Asia FAO: 55
8228 – SE Asia RAO: 17
8246 – S. Asia FAO: 15
8226 – S. Asia RAO: 42
8245 – SSA FAO: 23
8225 – SSA RAO: 13
USNORTHCOM
USSOUTHCOM
USAFRICOM
USCENTCOM
USPACOM
8240 – FAO-in-training: 44
8220 – RAO-in-training: 70

FAO/RAO Rank breakout

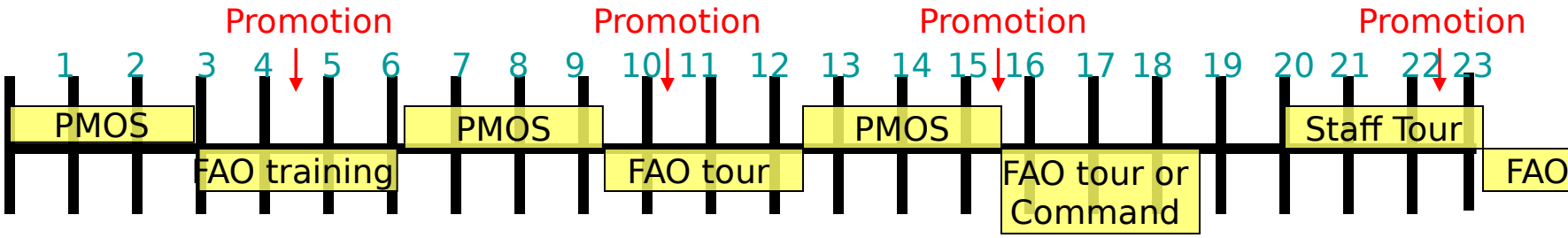
537 AC

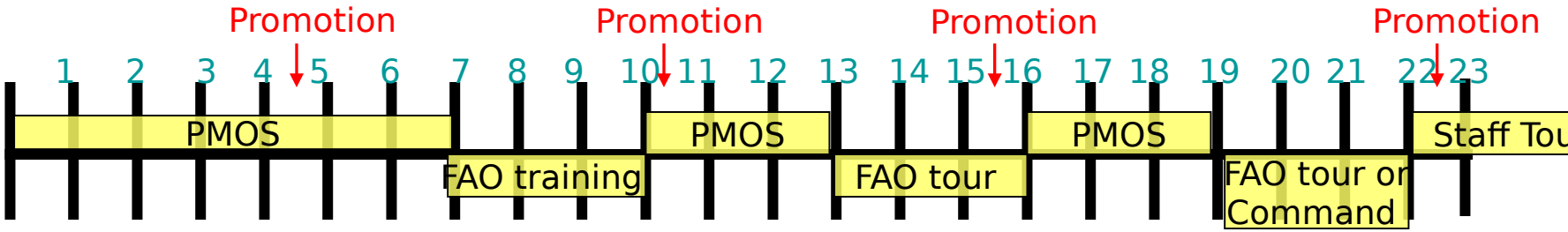
Current as of 23 Aug 2012

Active Duty FAOs/RAOs by rank	
General Officers LtGen Mills / MajGen Lake / BGen Rocco	3
Col / O-6	33
LtCol / O-5	143 / 17*
Maj / O-4	232 / 42*
Capt / O-3	121 / 41*
1stLt / O-2	5
Total	**537**

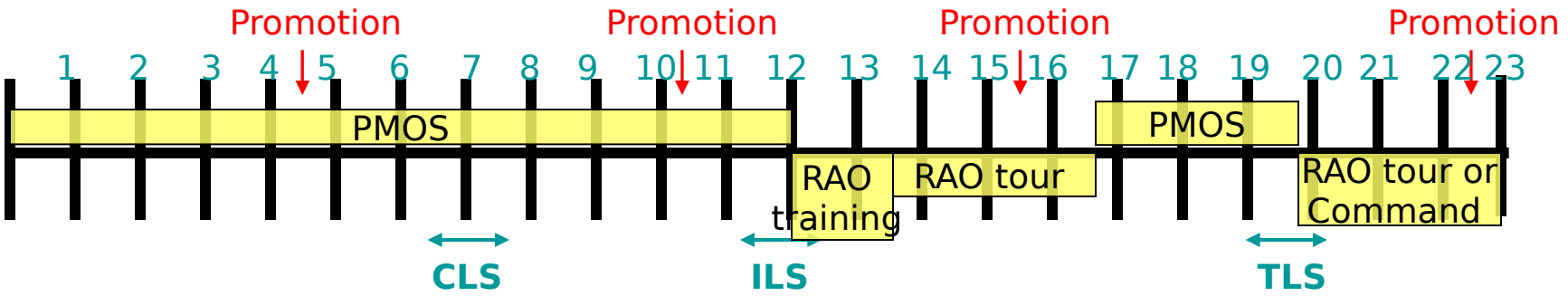
* Selected for promotion

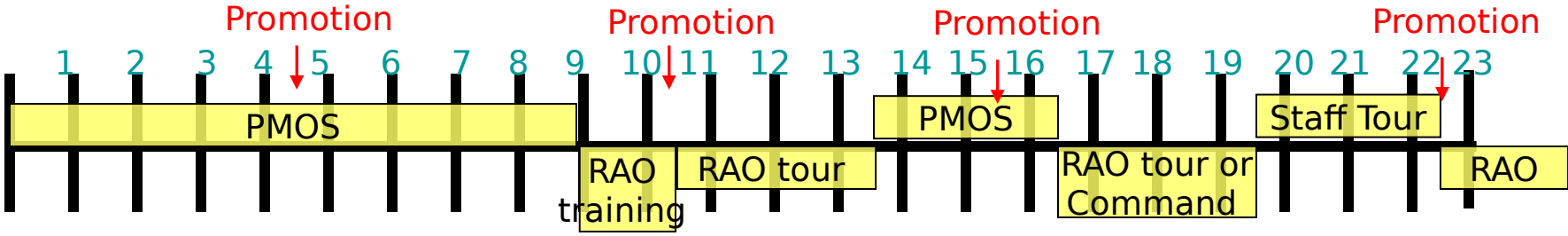
FAO Career Path





RAO Career Path





Health of FAO/RAO community

- Northrop Grumman Study
  - MCCDC Operations Analysis Division commissioned Northrop Grumman to perform a study to assess the overall health of USMC International Affairs Programs (IAP), specifically FAO/RAO.
    - Study performed Jan-Sep 2011
    - Analysis from 2004-2011
- Findings
  - USMC FAO/RAO program is healthy
  - Promotion rates to O4, O5, and O6 equal or greater than Service average
  - No significant promotion differences between PMOS fields, or Study Track vs. Experience Track accession
  - Return on Investment is effectively managed
  - Positive perception of USMC FAO/RAO program

Marine Corps Studies
Program Support
THE FOREIGN AREA OFFICER (FAO) / REGIONAL AFFAIRS OFFICER (RAO) REQUIREMENT STUDY
Final Report
20 September 2011
UNCLASSIFIED
VIEWS, OPINIONS AND/OR FINDINGS CONTAINED IN THIS REPORT ARE THOSE OF THE AUTHOR(S) AND SHOULD NOT BE CONSTRUED AS AN OFFICIAL DEPARTMENT OF THE NAVY POSITION, POLICY, OR DECISION UNLESS SO DESIGNATED BY OTHER OFFICIAL DOCUMENTATION

FAO/RAO Command + Promotion

- FY13 Command selection
  - Col Command board
    - 175 screened; 56 selected (32.0%)
    - 4 FAOs/RAOs screened; 0 selected (0%)
  - LtCol Command board
    - 577 screened; 148 selected (25.6%)
    - 45 FAOs/RAOs screened; 11 selected (24.4%)
- FY12 Command selection
  - Col Command board
    - 252 screened; 59 selected (23.4%)
    - 10 FAOs/RAOs screened; 3 selected (30.0%)
  - LtCol Command board
    - 906 screened; 171 selected (18.8%)
    - 47 FAOs/RAOs screened; 7 selected (14.9%)
- FY11 Command selection
  - Col Command board
    - 236 screened; 58 selected (24.5%)
    - 9 FAOs/RAOs screened; 2 selected (22.2%)
  - LtCol Command board
    - 870 screened; 158 selected (18.1%)
    - 61 FAOs/RAOs screened; 13selected (21.3%)

- Promotion
  - Average FY04-FY11 In-Zone data, FAOs/RAOs promoted to O-5 + O-6 above service average.
  - LtCol(sel): 85.6% (FAO + RAO) 77 of 90 selected
  - Col(sel): 89.4% (FAO + RAO) 17 of 19 selected
- FY13
  - LtCol(sel): 82.1% (FAO + RAO) 26 of 32 selected
  - Col(sel): 52.4% (FAO + RAO) 11 of 21 selected
  - LtCol Service Average: 70.2%
  - Col Service Average: 48.8%
- FY12
  - LtCol(sel): 62.5% (FAO + RAO) 10 of 16 selected
  - Col(sel): 36.3% (FAO + RAO) 4 of 11 selected
  - LtCol Service Average: 68.4%
  - Col Service Average: 52.1%
- FY11
  - LtCol(sel): 78.6% (FAO + RAO) 11 of 14 selected
  - Col(sel): 41.7% (FAO + RAO) 5 of 12 selected
  - LtCol Service Average: 65.6%
  - Col Service Average: 53.6%

Sometimes, the best training doesn't come from the rifle range…

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